



Australian
Bureau of
Statistics

November 1988
**Average Earnings and Hours
of Employees, Australia**

CATALOGUE NO. 6304.0

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**AVERAGE EARNINGS AND HOURS
OF EMPLOYEES AUSTRALIA
NOVEMBER 1988**

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AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6304.0

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Additional unpublished statistics from this survey are available.

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SUMMARY OF FINDINGS

Estimates of average weekly total earnings for November 1988 and the respective annual percentage changes are shown below:

	<i>Full-Time Employees</i>							
	<i>Average Weekly Total Earnings(\$)</i>			<i>Annual Change(%)</i>				
	<i>Adult employees</i>	<i>Managerial</i>	<i>Non- managerial</i>	<i>Junior</i>	<i>Adult employees</i>	<i>Managerial</i>	<i>Non- managerial</i>	
Males	558.90	723.60	522.30	251.40	+8.2	+7.2	+8.4	+6.7
Females	439.60	532.00	429.20	236.40	+9.4	+8.3	+8.9	+5.4
Persons	520.20	684.10	489.90	244.50	+8.5	+6.8	+8.5	+6.1

Increases in average weekly earnings in the 12 months to November 1988 were influenced by the following National Wage Case decisions (for full details see Appendix B, page 23):

- **second tier increases of up to 4 per cent, subject to terms specified in the National Wage Case decision, March 1987.**

Supplementary information obtained during the survey (which should be regarded as indicative only) suggests that at the November 1988 reference date approximately 80 per cent of full-time adult employees had received this increase (70 per cent of employees in the private sector and 97 per cent in the public sector). At November 1987, 20 per cent of full-time adults had received this increase (25 per cent in the private sector and 10 per cent in the public sector).

Industries with the largest increase in second tier flow-through since November 1987 are as follows:

Increase since 1987

- Communication 100 per cent
- Public administration 96 per cent
- Community services 87 per cent
- Textiles; Clothing and footwear 83 per cent
- Retail 68 per cent

Industries with the smallest increase in second tier flow-through since November 1987 include:

Increase since 1987

- Basic metal products 23 per cent
- Paper, paper products, printing and publishing 30 per cent
- Fabricated metal products; Other machinery and equipment 34 per cent

- **\$6 per week increase awarded in February 1988.**

By the November 1988 reference date, it was estimated that all employees entitled to this increase had received it.

- **3 per cent increase awarded in August 1988.**

Approximately 70 per cent of full-time adult employees had received this increase by the survey reference date (about 60 per cent in the private sector and 90 per cent in the public sector).

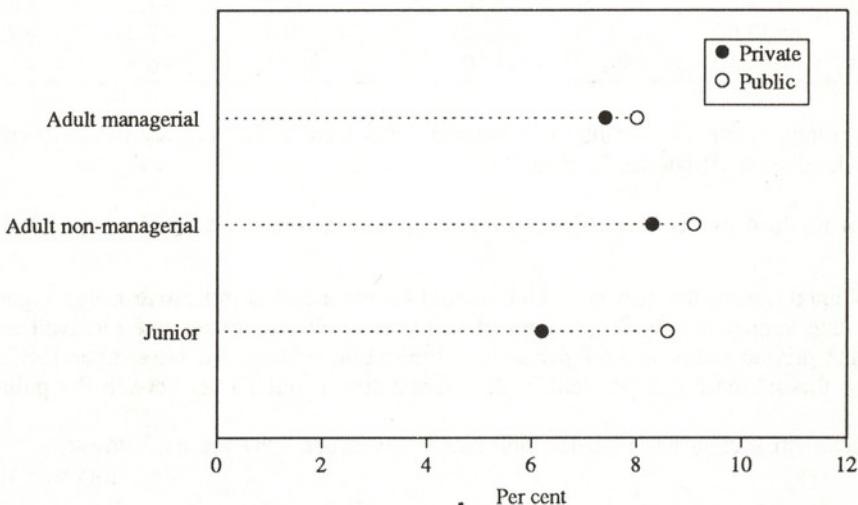
Industries in which a substantial proportion of employees had received the 3 per cent increase were:

- Communication 100 per cent
- Electricity, gas and water 92 per cent
- Textiles; Clothing and footwear 91 per cent
- Public administration 91 per cent

Industries in which a small proportion of employees had received the 3 per cent increase were:

- Mining 39 per cent
- Wholesale trade 49 per cent
- Basic metal products 49 per cent

DIAGRAM 1 : PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME EMPLOYEES, BY SECTOR, AUSTRALIA, NOVEMBER 1987 TO NOVEMBER 1988



In the year to November 1988:

- the percentage increase in average weekly total earnings was greater in the public sector than the private sector for all components of full-time employees;
- earnings for adult non-managerial employees (private sector 8.3 per cent and public sector 9.1 per cent) grew at a faster rate in both sectors than those for managerial employees (private sector 7.4 per cent and public sector 8.0 per cent);
- the increase for juniors in the private sector (6.2 per cent) was lower than that for either managerial (7.4 per cent) or non-managerial employees (8.3 per cent); and
- the public sector increase for full-time juniors was 8.6 per cent.

DIAGRAM 2 : PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME MALE AND FEMALE EMPLOYEES, BY SECTOR, AUSTRALIA, NOVEMBER 1987 TO NOVEMBER 1988

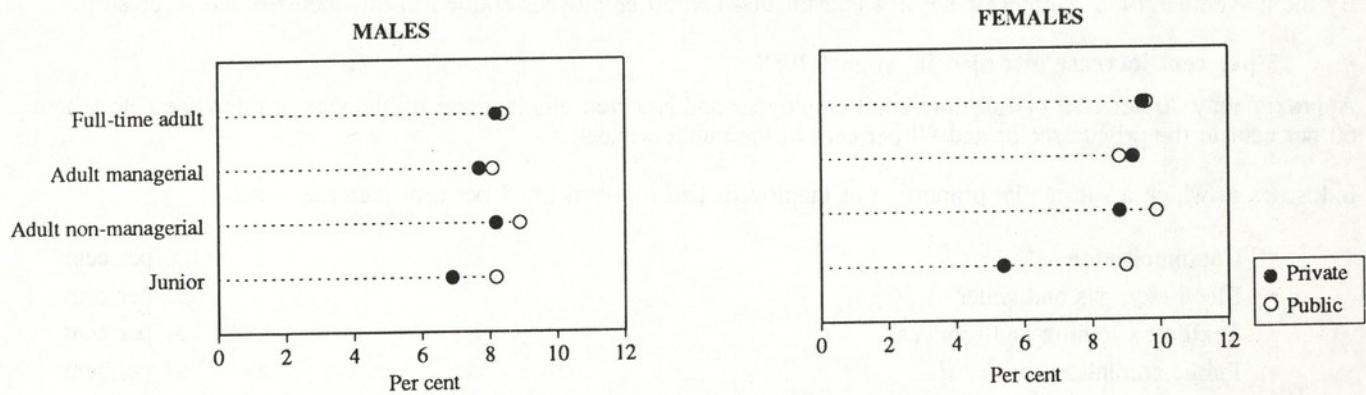
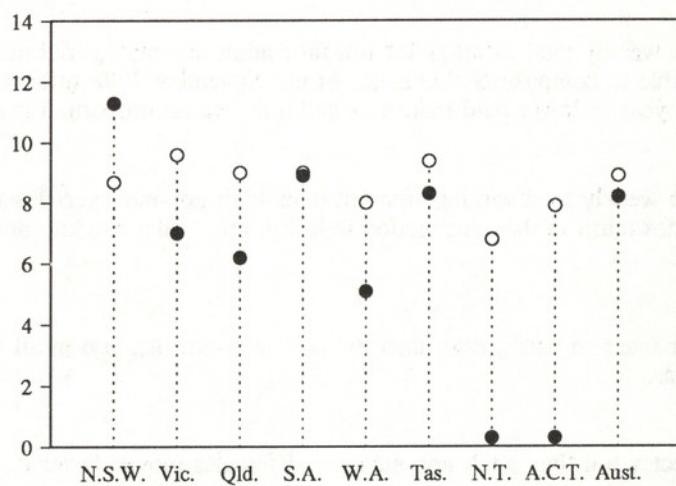


Diagram 2 illustrates that in the year to November 1988:

- earnings for full-time adult male and female employees moved at approximately the same rate in both sectors (males, private 8.2 per cent and public 8.4 per cent; females, private 9.5 per cent and public 9.6 per cent);
- earnings for female employees increased at a faster rate than males for all categories of full-time adult;
- the percentage increase in average weekly total earnings was greater in the public sector than the private for all components of full-time employees, except managerial females;
- earnings for non-managerial employees increased at a higher rate than those for managerial for all categories except private sector females; and
- the percentage increase for males (8.9 per cent) and females (9.9 per cent) was highest for full-time adult non-managerial employees in the public sector.

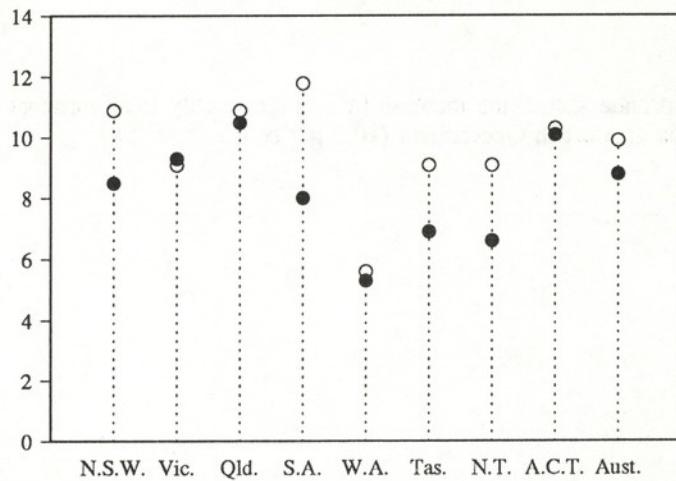
DIAGRAM 3 : PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, BY SECTOR, STATES AND AUSTRALIA, NOVEMBER 1987 TO NOVEMBER 1988

MALES



● Private
○ Public

FEMALES



The percentage increase in average weekly total earnings of full-time adult non-managerial employees was greater for public than private sector males in all states except New South Wales.

The states in which public sector full-time adult non-managerial males moved faster than the national average were:

• Victoria	9.6 per cent
• Tasmania	9.4 per cent
• Queensland	9.0 per cent
• South Australia	9.0 per cent

For males employed in the private sector, the percentage increase in average weekly total earnings of full-time adult non-managerial employees over the 12 months was greatest in New South Wales (11.3 per cent).

The movement in average weekly total earnings for full-time adult non-managerial male employees in the Northern Territory and Australian Capital Territory (0.3 per cent) is not statistically significant.

The small increase in average weekly total earnings for full-time adult non-managerial male employees in the Northern Territory is attributable to compositional change. At the November 1988 reference date there was an increased proportion of employees in lower paid industries and a decreased proportion in higher paid industries.

The small increase in average weekly total earnings for full-time adult non-managerial males in the Australian Capital Territory is attributable to a downturn in the construction industry, due to the winding down of work on the New Parliament House site project.

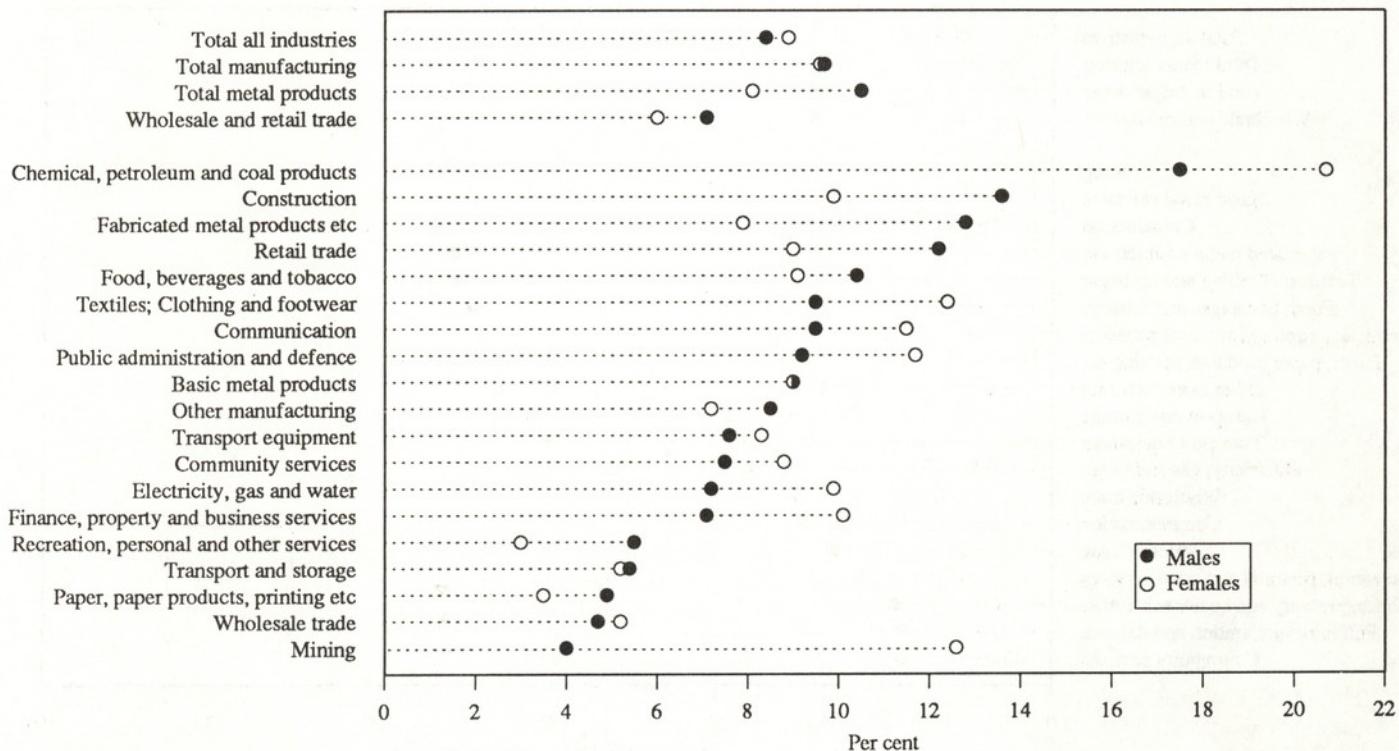
For females, the public sector increase was greater than the private sector increase in all states except Victoria, where the increases were very similar.

The states in which public sector full-time adult non-managerial females moved faster than the national average were:

• South Australia	11.8 per cent
• New South Wales	10.9 per cent
• Queensland	10.9 per cent
• Australian Capital Territory	10.3 per cent

For females employed in the private sector, the increase in average weekly total earnings of full-time adult non-managerial employees was greatest in Queensland (10.5 per cent).

DIAGRAM 4 : PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1987 TO NOVEMBER 1988



In the year to November 1988, average weekly total earnings of full-time adult male non-managerial employees rose by 8.4 per cent to \$522.30. The highest percentage increases were recorded in the following industries:

- Chemical, petroleum and coal products 17.5 per cent
- Construction 13.6 per cent
- Fabricated metal products; Other machinery and equipment 12.8 per cent
- Retail trade 12.2 per cent
- Food, beverages and tobacco 10.4 per cent

Average weekly total earnings of full-time adult female non-managerial employees rose by 8.9 per cent to \$429.20. The highest percentage increases were recorded in the following industries:

- Chemical, petroleum and coal products 20.7 per cent
- Mining 12.6 per cent
- Textiles; Clothing and footwear 12.4 per cent
- Public administration and defence 11.7 per cent
- Communication 11.5 per cent

For full-time adult non-managerial employees, average weekly ordinary time hours paid for and average weekly overtime hours paid for were unchanged from those reported in November 1987 nationally, and for most States and industries. Earnings, however, have increased at a faster rate for overtime (19.9 per cent) compared to ordinary time (7.5 per cent).

DIAGRAM 5 : AVERAGE WEEKLY OVERTIME EARNINGS OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1988

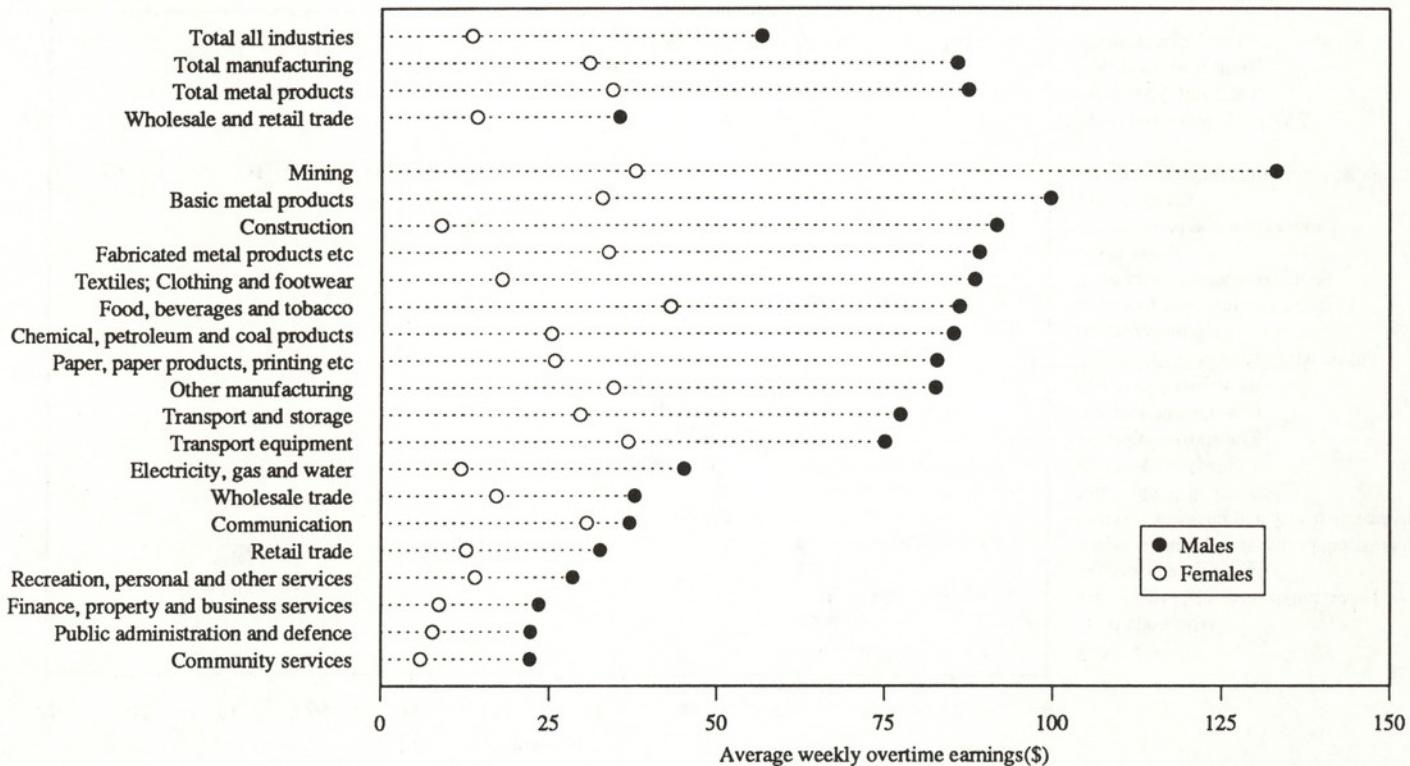


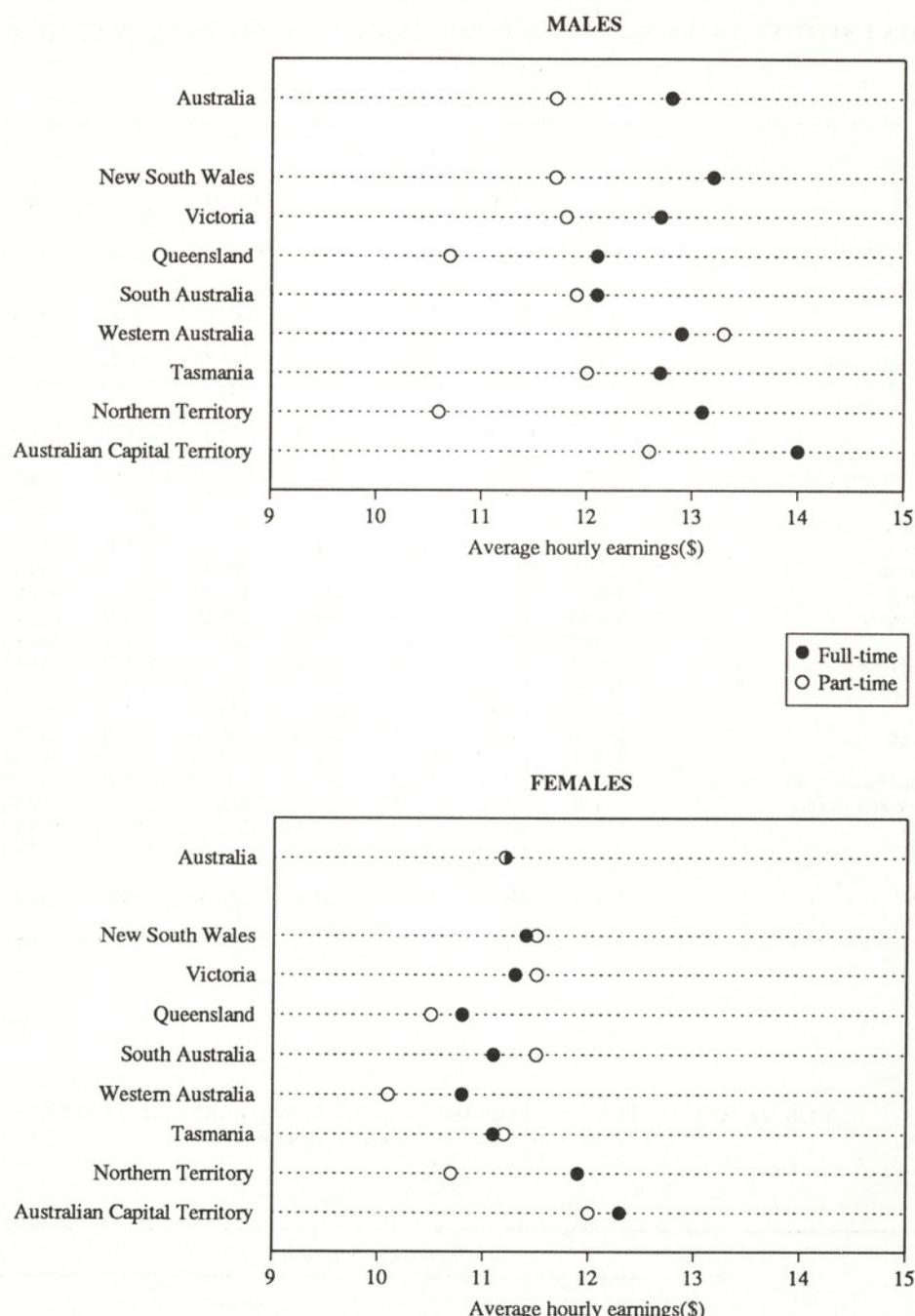
Diagram 5 illustrates the relatively high level of overtime earnings for full-time adult non-managerial male employees in the Manufacturing industries compared with the Non-manufacturing industries, the exceptions being the Mining, Construction, and Transport and storage industries.

The faster increase in overtime earnings for the year to November 1988 is attributable to higher production levels prior to Christmas 1988.

Also illustrated is the higher level of overtime earnings for males compared with females in all industries. Average weekly overtime earnings for full-time adult non-managerial male employees are more than double those for females in all industries except Food, beverages and tobacco, and Communication.

Similarly, the level of overtime earnings for full-time adult non-managerial employees in the private sector (\$52.30) is more than double that in the public sector (\$24.40).

DIAGRAM 6 : AVERAGE HOURLY EARNINGS OF FULL-TIME AND PART-TIME ADULT NON-MANAGERIAL EMPLOYEES, NOVEMBER 1988



In the period November 1987 to November 1988, average weekly earnings for part-time adult male employees increased by 6.9 per cent to \$193.50, while part-time adult female earnings increased by 6.4 per cent to \$201.00. During this time, average weekly hours paid for remained unchanged at the national level for both males (16.5 hours) and females (17.9 hours).

As illustrated in diagram 6, average hourly earnings for part-time adult male employees were less than for their full-time counterparts in all states except Western Australia.

Average hourly earnings for full-time and part-time adult female employees were identical at the national level (\$11.20 per hour). The states in which full-time adult females were on a higher hourly rate than part-time adult females were:

- Australian Capital Territory (\$12.30 versus \$12.00)
- Northern Territory (\$11.90 versus \$10.70)
- Queensland (\$10.80 versus \$10.50)
- Western Australia (\$10.80 versus \$10.10)

TABLES OF ALL EMPLOYEES (PRIVATE AND PUBLIC SECTORS)

TABLE 1. ALL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	779.60	531.80	757.10	430.00	299.90	400.40	770.50	476.50	739.60
Manufacturing	541.50	387.20	505.00	249.10	240.00	246.90	507.10	337.80	460.90
Food, beverages and tobacco	529.90	408.50	500.90	247.70	224.40	240.80	501.00	333.70	450.30
Textiles; Clothing and footwear	517.70	340.60	418.40	263.30	245.30	252.80	468.90	312.30	378.30
Paper, paper products, printing and publishing	580.00	413.90	536.80	274.00	245.70	261.70	523.70	329.90	460.50
Chemical, petroleum, and coal products	664.70	465.30	612.80	305.50	261.90	291.40	651.20	410.70	579.20
Metal products, machinery and equipment	544.70	390.70	517.80	256.50	239.40	254.00	514.80	356.30	484.20
Basic metal products	604.20	455.80	592.50	292.00	270.70	290.20	587.00	414.10	571.40
Fabricated metal products; Other machinery and equipment	531.10	382.30	497.50	248.50	232.90	245.70	493.80	346.00	457.40
Transport equipment	522.70	391.60	504.00	257.70	259.90	257.90	500.30	368.20	480.40
Other manufacturing	498.40	372.20	473.20	226.00	235.70	227.50	461.90	322.00	430.10
Electricity, gas and water	566.30	437.60	554.90	308.00	288.10	303.30	551.70	393.90	534.80
Construction	570.80	410.40	555.10	286.40	225.10	281.10	542.10	299.30	503.40
Wholesale and retail trade	489.50	384.70	457.60	223.70	222.40	223.20	403.30	246.00	332.30
Wholesale trade	516.50	421.30	494.90	240.00	251.70	244.50	482.20	349.70	445.00
Retail trade	460.80	365.40	425.30	220.30	217.70	219.20	345.50	220.00	278.70
Transport and storage	564.20	437.20	544.50	265.50	248.10	259.10	532.50	386.30	507.00
Communication	524.80	449.20	508.60	273.10	259.30	268.60	518.40	414.90	493.70
Finance, property and business services	628.40	441.10	548.20	260.90	249.90	253.20	558.80	346.60	449.80
Public administration and defence	545.00	469.10	520.50	276.50	275.00	275.60	529.60	401.80	481.30
Community services	605.70	487.30	539.30	268.40	259.40	261.10	545.80	377.80	435.80
Recreation, personal and other services	479.10	379.00	440.30	230.30	180.80	191.40	352.40	219.00	275.50
Total all industries	558.90	439.60	520.20	251.40	236.40	244.50	505.20	328.70	430.10

TABLE 2. ALL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
New South Wales	576.00	444.20	532.20	255.10	238.40	247.90	519.10	338.60	442.70
Victoria	562.70	445.70	523.00	257.70	247.60	253.30	503.30	333.40	429.60
Queensland	521.30	419.60	490.90	246.10	227.70	236.70	472.10	305.80	403.00
South Australia	516.10	432.20	493.80	235.30	238.80	236.80	476.30	314.40	411.60
Western Australia	570.50	420.30	521.30	245.10	215.80	228.70	527.70	306.90	428.90
Tasmania	532.60	423.40	502.60	248.10	252.60	250.00	483.70	307.20	413.10
Northern Territory	576.90	479.50	539.30	253.90	254.40	254.20	525.80	387.60	464.20
Australian Capital Territory	625.30	484.90	572.10	227.60	251.80	242.60	554.00	388.00	479.80
Australia	558.90	439.60	520.20	251.40	236.40	244.50	505.20	328.70	430.10

TABLE 3. FULL-TIME ADULT MANAGERIAL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,
INDUSTRIES, AUSTRALIA, NOVEMBER 1988
(\$)

<i>Industry</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Mining	1009.40	628.30	985.70
Manufacturing	719.30	491.60	686.10
Food, beverages and tobacco	721.60	567.70	701.40
Textiles; Clothing and footwear	688.70	444.40	619.40
Paper, paper products, printing and publishing	688.20	476.50	648.60
Chemical, petroleum, and coal products	872.80	658.80	847.50
Metal products, machinery and equipment	720.20	449.80	682.10
Basic metal products	872.50	587.80	855.00
Fabricated metal products; Other machinery and equipment	679.30	433.30	636.70
Transport equipment	746.50	541.40	733.70
Other manufacturing	669.40	515.20	656.30
Electricity, gas and water	895.80	707.80	890.60
Construction	590.90	408.40	552.00
Wholesale and retail trade	602.90	451.70	568.30
Wholesale trade	687.20	567.30	671.80
Retail trade	536.90	419.40	502.50
Transport and storage	711.20	513.30	683.70
Communication	879.00	730.50	868.50
Finance, property and business services	784.90	541.30	742.20
Public administration and defence	902.40	816.30	889.80
Community services	885.10	682.90	820.50
Recreation, personal and other services	557.40	424.20	520.90
Total all industries	723.60	532.00	684.10

TABLE 4. FULL-TIME ADULT MANAGERIAL EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,
STATES AND TERRITORIES, NOVEMBER 1988
(\$)

<i>State or Territory</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	750.00	553.20	705.00
Victoria	727.00	532.70	687.30
Queensland	674.00	493.80	644.90
South Australia	661.90	491.20	631.80
Western Australia	725.80	466.30	665.20
Tasmania	649.80	505.20	636.00
Northern Territory	719.70	578.30	683.30
Australian Capital Territory	824.80	679.10	796.30
Australia	723.60	532.00	684.10

TABLE 5. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988

<i>Industry</i>	<i>Average weekly ordinary time earnings</i>	<i>Average weekly overtime earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly ordinary time hours paid for</i>	<i>Average weekly overtime hours paid for</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>
MALES							
Mining	616.30	133.30	749.60	36.9	6.7	43.6	17.19
Manufacturing	426.70	85.90	512.60	37.7	4.8	42.5	12.06
Food, beverages and tobacco	410.70	86.20	496.90	38.1	5.1	43.2	11.51
Textiles; Clothing and footwear	388.60	* 88.50	477.10	37.7	* 5.8	43.5	10.97
Paper, paper products, printing and publishing	475.10	82.90	558.00	36.8	4.0	40.8	13.68
Chemical, petroleum, and coal products	516.00	85.40	601.40	37.5	4.0	41.5	14.49
Metal products, machinery and equipment	433.20	87.50	520.70	37.6	4.9	42.5	12.24
Basic metal products	479.00	99.80	578.70	37.2	5.1	42.3	13.69
Fabricated metal products; Other machinery and equipment	413.20	89.20	502.40	37.7	5.4	43.1	11.66
Transport equipment	430.90	75.10	506.00	37.9	4.0	41.9	12.09
Other manufacturing	391.00	82.70	473.70	37.9	4.7	42.6	11.12
Electricity, gas and water	501.70	45.20	546.90	37.0	2.3	39.3	13.90
Construction	475.70	91.70	567.40	37.7	4.5	42.2	13.44
Wholesale and retail trade	408.20	35.50	443.70	38.5	2.3	40.8	10.87
Wholesale trade	423.20	37.80	461.00	38.3	2.3	40.6	11.35
Retail trade	390.10	* 32.70	422.80	38.8	* 2.2	41.0	10.30
Transport and storage	469.10	77.40	546.50	37.9	4.5	42.4	12.89
Communication	471.60	37.10	508.70	36.6	1.9	38.4	13.24
Finance, property and business services	513.00	23.50	536.50	38.3	1.2	39.4	13.60
Public administration and defence	470.10	22.30	492.30	37.1	1.2	38.3	12.85
Community services	524.70	22.20	546.90	37.4	1.0	38.4	14.25
Recreation, personal and other services	415.00	28.60	443.70	38.8	1.8	40.5	10.95
<i>Total all industries</i>	465.60	56.70	522.30	37.7	3.1	40.8	12.80
FEMALES							
Mining	485.90	* 37.90	523.90	38.2	* 2.7	40.9	12.81
Manufacturing	347.40	31.10	378.50	37.3	2.1	39.4	9.60
Food, beverages and tobacco	353.30	43.20	396.40	37.6	3.0	40.5	9.78
Textiles; Clothing and footwear	315.90	18.10	334.00	37.3	1.4	38.7	8.63
Paper, paper products, printing and publishing	380.30	25.90	406.20	37.2	1.7	38.9	10.44
Chemical, petroleum, and coal products	421.00	25.40	446.40	36.9	1.4	38.3	11.66
Metal products, machinery and equipment	350.20	34.50	384.70	37.3	2.3	39.6	9.71
Basic metal products	413.40	33.00	446.40	36.8	1.9	38.7	11.53
Fabricated metal products; Other machinery and equipment	341.70	33.90	375.60	37.2	2.3	39.5	9.51
Transport equipment	350.40	36.90	387.40	37.8	2.5	40.3	9.62
Other manufacturing	330.40	34.70	365.10	37.2	2.4	39.6	9.22
Electricity, gas and water	421.20	12.00	433.10	36.4	0.7	37.1	11.69
Construction	402.60	* 9.00	411.60	38.2	* 0.6	38.8	10.60
Wholesale and retail trade	354.10	14.40	368.50	37.9	1.0	38.9	9.46
Wholesale trade	383.50	17.20	400.80	37.6	1.1	38.7	10.34
Retail trade	336.30	12.70	349.00	38.1	0.9	39.0	8.94
Transport and storage	399.60	29.70	429.30	37.9	1.9	39.8	10.78
Communication	415.10	30.70	445.80	36.6	1.7	38.4	11.62
Finance, property and business services	420.60	8.70	429.30	37.5	0.5	38.0	11.28
Public administration and defence	444.60	7.80	452.40	36.8	0.4	37.2	12.15
Community services	467.90	6.00	473.90	36.9	0.3	37.2	12.73
Recreation, personal and other services	354.60	14.10	368.70	38.2	1.0	39.1	9.42
<i>Total all industries</i>	415.50	13.60	429.20	37.3	0.9	38.2	11.25

TABLE 5. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988 - *continued*

<i>Industry</i>	<i>Average weekly ordinary time earnings</i>	<i>Average weekly overtime earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly ordinary time hours paid for</i>	<i>Average weekly overtime hours paid for</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>
PERSONS							
Mining	604.00	124.30	728.30	37.0	6.4	43.3	16.80
Manufacturing	406.90	72.20	479.10	37.6	4.1	41.7	11.48
Food, beverages and tobacco	396.10	75.20	471.30	38.0	4.5	42.5	11.09
Textiles; Clothing and footwear	345.20	* 46.50	391.60	37.4	* 3.2	40.6	9.64
Paper, paper products, printing and publishing	449.20	67.30	516.50	36.9	3.3	40.3	12.83
Chemical, petroleum, and coal products	488.00	67.70	555.70	37.3	3.3	40.6	13.70
Metal products, machinery and equipment	418.30	78.00	496.30	37.6	4.4	42.0	11.81
Basic metal products	473.70	94.40	568.10	37.2	4.8	42.0	13.53
Fabricated metal products; Other machinery and equipment	396.40	76.20	472.60	37.6	4.7	42.2	11.19
Transport equipment	419.00	69.50	488.50	37.9	3.7	41.6	11.73
Other manufacturing	378.10	72.40	450.50	37.8	4.2	42.0	10.74
Electricity, gas and water	494.40	42.20	536.50	37.0	2.2	39.1	13.71
Construction	470.20	85.50	555.70	37.7	4.2	42.0	13.25
Wholesale and retail trade	390.30	28.50	418.80	38.3	1.8	40.2	10.42
Wholesale trade	413.10	32.60	445.70	38.1	2.0	40.2	11.10
Retail trade	368.30	24.60	392.90	38.5	1.7	40.2	9.77
Transport and storage	458.20	69.90	528.10	37.9	4.1	42.0	12.58
Communication	459.20	35.70	494.90	36.6	1.8	38.4	12.88
Finance, property and business services	465.40	15.90	481.20	37.9	0.8	38.7	12.43
Public administration and defence	461.30	17.30	478.60	37.0	0.9	37.9	12.62
Community services	491.20	12.60	503.80	37.1	0.6	37.7	13.36
Recreation, personal and other services	389.20	22.40	411.60	38.5	1.4	39.9	10.31
Total all industries	448.20	41.70	489.90	37.6	2.3	39.9	12.28

TABLE 6. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988

State or Territory	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
New South Wales	475.50	63.70	539.30	37.4	3.3	40.7	13.24
Victoria	464.70	57.80	522.40	37.9	3.3	41.2	12.67
Queensland	444.40	46.70	491.00	37.9	2.6	40.5	12.12
South Australia	443.50	43.50	487.00	37.8	2.5	40.3	12.09
Western Australia	474.10	61.60	535.60	38.0	3.6	41.6	12.88
Tasmania	463.60	41.90	505.60	37.6	2.1	39.7	12.73
Northern Territory	477.00	58.00	535.00	37.8	3.2	40.9	13.07
Australian Capital Territory	508.30	37.70	546.00	37.1	2.0	39.1	13.96
Australia	465.60	56.70	522.30	37.7	3.1	40.8	12.80
FEMALES							
New South Wales	416.80	14.70	431.50	37.0	0.9	37.8	11.40
Victoria	418.00	16.20	434.20	37.3	1.1	38.4	11.32
Queensland	405.80	9.80	415.60	37.9	0.6	38.5	10.78
South Australia	413.70	12.40	426.10	37.5	0.8	38.3	11.12
Western Australia	405.90	10.40	416.30	37.8	0.7	38.5	10.82
Tasmania	411.20	5.50	416.70	37.3	0.3	37.6	11.07
Northern Territory	443.10	15.90	459.00	37.7	1.0	38.6	11.88
Australian Capital Territory	449.80	9.90	459.70	36.8	0.5	37.3	12.31
Australia	415.50	13.60	429.20	37.3	0.9	38.2	11.25
PERSONS							
New South Wales	455.00	46.60	501.60	37.3	2.4	39.7	12.63
Victoria	447.50	42.40	489.90	37.7	2.5	40.2	12.20
Queensland	431.80	34.70	466.50	37.9	2.0	39.9	11.70
South Australia	434.90	34.50	469.40	37.7	2.0	39.7	11.82
Western Australia	450.60	44.00	494.60	37.9	2.6	40.5	12.21
Tasmania	447.10	30.40	477.50	37.5	1.6	39.1	12.23
Northern Territory	463.00	40.60	503.60	37.7	2.3	40.0	12.60
Australian Capital Territory	483.00	25.70	508.70	37.0	1.4	38.4	13.26
Australia	448.20	41.70	489.90	37.6	2.3	39.9	12.28

TABLE 7. PART-TIME ADULT EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988

State or Territory	Average weekly total earnings (\$)			Average weekly total hours paid for			Average hourly earnings (\$)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	187.70	205.90	201.40	16.0	17.9	17.4	11.75	11.50	11.56
Victoria	192.00	196.00	195.10	16.3	17.1	16.9	11.79	11.46	11.54
Queensland	182.20	197.40	194.30	17.0	18.8	18.5	10.73	10.48	10.52
South Australia	222.60	216.70	217.70	18.7	18.8	18.8	11.92	11.50	11.57
Western Australia	214.50	182.00	186.70	16.1	18.0	17.7	13.29	10.11	10.53
Tasmania	210.00	190.60	195.10	17.5	17.0	17.1	12.03	11.20	11.39
Northern Territory	224.30	207.90	212.60	21.2	19.5	20.0	10.58	10.68	10.65
Australian Capital Territory	202.90	237.30	226.10	16.1	19.8	18.6	12.57	11.98	12.15
Australia	193.50	201.00	199.40	16.5	17.9	17.6	11.74	11.21	11.32

TABLE 8. FULL-TIME JUNIOR EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,
HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988

Industry	Males			Females			Persons	
	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for
Mining	430.00	40.1	10.71	299.90	38.1	7.88	400.40	39.7
Manufacturing	249.10	40.3	6.18	240.00	38.8	6.18	246.90	40.0
Food, beverages and tobacco	247.70	40.6	6.10	224.40	38.6	5.82	240.80	40.0
Textiles; Clothing and footwear	263.30	40.8	6.45	245.30	38.3	6.41	252.80	39.3
Paper, paper products, printing and publishing	274.00	39.6	6.91	245.70	38.9	6.32	261.70	39.3
Chemical, petroleum, and coal products	305.50	37.6	8.12	261.90	37.5	6.98	291.40	37.6
Metal products, machinery and equipment	256.50	39.7	6.46	239.40	38.8	6.17	254.00	39.6
Basic metal products	292.00	39.5	7.38	270.70	38.1	7.10	290.20	39.4
Fabricated metal products; Other machinery and equipment	248.50	39.8	6.24	232.90	38.7	6.02	245.70	39.6
Transport equipment	257.70	39.4	6.54	259.90	39.7	6.54	257.90	39.5
Other manufacturing	226.00	41.4	5.46	235.70	39.7	5.94	227.50	41.1
Electricity, gas and water	308.00	37.7	8.16	288.10	37.0	7.78	303.30	37.6
Construction	286.40	40.1	7.14	225.10	37.9	5.94	281.10	39.9
Wholesale and retail trade	223.70	39.9	5.61	222.40	38.8	5.74	223.20	39.4
Wholesale trade	240.00	39.0	6.15	251.70	39.4	6.38	244.50	39.2
Retail trade	220.30	40.1	5.50	217.70	38.7	5.63	219.20	39.5
Transport and storage	265.50	39.0	6.80	248.10	38.3	6.48	259.10	38.7
Communication	273.10	38.1	7.17	259.30	37.7	6.88	268.60	37.9
Finance, property and business services	260.90	38.9	6.70	249.90	38.3	6.53	253.20	38.5
Public administration and defence	276.50	37.5	7.37	275.00	37.0	7.43	275.60	37.2
Community services	268.40	39.0	6.88	259.40	37.8	6.86	261.10	38.0
Recreation, personal and other services	230.30	40.7	5.65	180.80	39.7	4.56	191.40	39.9
Total all industries	251.40	39.8	6.32	236.40	38.5	6.14	244.50	39.2

TABLE 9. FULL-TIME JUNIOR EMPLOYEES : AVERAGE WEEKLY TOTAL EARNINGS,
HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988

State or Territory	Males			Females			Persons	
	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for
New South Wales	255.10	39.8	6.42	238.40	38.5	6.19	247.90	39.2
Victoria	257.70	39.7	6.49	247.60	38.4	6.45	253.30	39.1
Queensland	246.10	40.2	6.13	227.70	38.8	5.87	236.70	39.5
South Australia	235.30	39.1	6.02	238.80	38.2	6.25	236.80	38.7
Western Australia	245.10	40.5	6.06	215.80	38.5	5.61	228.70	39.3
Tasmania	248.10	39.0	6.36	252.60	38.6	6.55	250.00	38.8
Northern Territory	253.90	39.3	6.47	254.40	39.1	6.50	254.20	39.2
Australian Capital Territory	227.60	39.8	5.72	251.80	37.4	6.74	242.60	38.3
Australia	251.40	39.8	6.32	236.40	38.5	6.14	244.50	39.2

TABLES OF EMPLOYEES IN THE PRIVATE SECTOR

TABLE 10. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES,
AUSTRALIA, NOVEMBER 1988
(\$)

Industry	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	784.50	532.50	760.30	434.70	299.40	400.40	776.10	477.70	743.10
Manufacturing	543.40	386.20	505.40	248.60	239.60	246.40	507.90	336.50	460.10
Food, beverages and tobacco	529.20	407.10	499.70	246.70	223.40	239.70	501.00	332.50	449.30
Textiles; Clothing and footwear	517.80	340.20	418.80	263.30	245.40	252.90	468.90	311.70	378.30
Paper, paper products, printing and publishing	583.10	413.90	539.20	273.80	245.40	261.40	524.50	327.60	460.00
Chemical, petroleum, and coal products	670.80	469.30	619.70	314.90	264.00	297.70	657.70	410.30	584.60
Metal products, machinery and equipment	549.00	389.70	519.70	256.30	238.70	253.60	517.50	355.00	484.60
Basic metal products	604.30	456.00	592.70	291.90	270.70	290.20	587.10	414.10	571.60
Fabricated metal products; Other machinery and equipment	532.40	382.30	498.20	248.40	232.60	245.60	494.60	345.60	457.50
Transport equipment	530.70	386.40	506.00	256.10	257.90	256.30	504.10	363.50	479.00
Other manufacturing	498.80	372.30	473.40	225.80	235.60	227.40	462.00	322.00	430.10
Electricity, gas and water	577.80	402.80	551.00	307.80	284.10	301.10	560.60	362.30	525.00
Construction	578.20	409.10	561.60	283.60	212.80	278.40	545.50	288.70	502.70
Wholesale and retail trade	489.20	384.30	457.30	223.70	222.40	223.10	402.80	245.50	331.80
Wholesale trade	516.10	420.50	494.50	240.00	251.80	244.50	481.70	348.70	444.40
Retail trade	460.80	365.50	425.40	220.30	217.70	219.20	345.50	219.90	278.70
Transport and storage; Communication	566.00	417.20	536.20	267.20	244.80	257.20	510.70	355.30	475.90
Finance, property and business services	639.70	446.20	558.30	257.70	244.90	248.60	565.20	347.90	455.20
Community services	586.20	455.00	501.00	221.80	235.20	233.70	510.20	328.20	370.70
Recreation, personal and other services	465.10	368.40	427.30	227.60	178.90	189.10	335.90	212.40	263.90
Total all industries	554.40	413.60	510.80	245.80	227.50	237.60	488.50	296.40	406.70

TABLE 11. ALL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS,
STATES AND TERRITORIES, NOVEMBER 1988
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
New South Wales	579.20	426.90	530.10	252.70	231.50	243.90	510.50	313.20	426.30
Victoria	557.60	415.60	510.60	250.40	236.90	244.70	483.20	300.70	404.30
Queensland	512.30	384.10	475.90	240.00	219.60	229.90	452.90	267.60	373.10
South Australia	505.20	390.20	477.20	229.40	230.60	229.90	458.00	274.60	385.50
Western Australia	572.00	400.40	518.80	237.10	205.90	219.70	518.80	279.80	412.10
Tasmania	515.00	370.10	479.10	241.90	243.10	242.30	456.00	262.50	382.40
Northern Territory	539.60	412.60	499.20	251.70	252.60	252.20	473.80	307.40	403.50
Australian Capital Territory	577.70	427.20	531.50	193.90	237.30	221.80	438.50	279.50	368.40
Australia	554.40	413.60	510.80	245.80	227.50	237.60	488.50	296.40	406.70

TABLE 12. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR :
AVERAGE WEEKLY TOTAL EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988
(\$)

<i>Industry</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Mining	1013.00	626.70	988.70
Manufacturing	718.10	490.80	684.80
Food, beverages and tobacco	721.50	567.60	701.20
Textiles; Clothing and footwear	688.40	444.30	619.20
Paper, paper products, printing and publishing	685.00	475.60	645.50
Chemical, petroleum, and coal products	872.50	656.20	847.00
Metal products, machinery and equipment	718.60	449.30	680.00
Basic metal products	872.50	587.80	855.00
Fabricated metal products; Other machinery and equipment	678.60	433.10	636.00
Transport equipment	740.90	537.70	727.20
Other manufacturing	669.30	515.20	656.20
Electricity, gas and water	756.90	414.20	737.20
Construction	566.00	404.60	529.20
Wholesale and retail trade	602.00	451.50	567.50
Wholesale trade	685.60	566.70	670.30
Retail trade	536.90	419.40	502.50
Transport and storage; Communication	681.50	475.70	651.50
Finance, property and business services	782.50	537.70	737.70
Community services	910.10	618.60	791.80
Recreation, personal and other services	543.20	415.70	508.00
Total all industries	691.60	491.80	649.20

TABLE 13. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR :
AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988
(\$)

<i>State or Territory</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
New South Wales	731.20	531.30	684.90
Victoria	696.20	489.30	653.10
Queensland	627.00	436.00	594.80
South Australia	627.10	445.70	595.00
Western Australia	689.80	428.40	625.50
Tasmania	578.60	409.30	562.00
Northern Territory	646.10	479.30	602.40
Australian Capital Territory	730.70	516.30	681.80
Australia	691.60	491.80	649.20

TABLE 14. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988

Industry	Average weekly ordinary time earnings	Average weekly overtime earnings	Average weekly total earnings	Average weekly ordinary time hours paid for	Average weekly overtime hours paid for	Average weekly total hours paid for	Average hourly earnings
MALES							
Mining	615.20	137.50	752.70	37.1	7.1	44.1	17.05
Manufacturing	425.10	88.60	513.60	37.7	5.0	42.6	12.05
Food, beverages and tobacco	409.20	86.20	495.40	38.1	5.1	43.2	11.48
Textiles; Clothing and footwear	388.50	* 88.70	477.20	37.7	* 5.8	43.5	10.96
Paper, paper products, printing and publishing	476.20	85.30	561.50	36.7	4.1	40.8	13.76
Chemical, petroleum, and coal products	517.60	87.50	605.10	37.5	4.1	41.5	14.57
Metal products, machinery and equipment	431.20	92.80	524.00	37.6	5.2	42.9	12.23
Basic metal products	479.00	99.90	578.90	37.2	5.1	42.3	13.69
Fabricated metal products; Other machinery and equipment	412.00	91.20	503.20	37.7	5.5	43.2	11.65
Transport equipment	423.10	89.00	512.10	37.9	4.7	42.7	12.00
Other manufacturing	391.00	82.90	473.90	37.9	4.7	42.6	11.13
Electricity, gas and water	491.90	65.90	557.80	36.8	3.6	40.5	13.79
Construction	476.00	104.40	580.50	37.8	5.1	42.9	13.52
Wholesale and retail trade	408.00	35.50	443.50	38.5	2.3	40.8	10.86
Wholesale trade	422.90	37.80	460.80	38.3	2.3	40.6	11.34
Retail trade	390.10	* 32.70	422.80	38.8	* 2.2	41.0	10.30
Transport and storage; Communication	429.70	109.60	539.30	38.7	6.5	45.2	11.93
Finance, property and business services	518.80	25.60	544.40	38.2	1.3	39.5	13.78
Community services	445.40	* 13.80	459.20	37.2	* 0.7	38.0	12.10
Recreation, personal and other services	397.10	28.20	425.40	39.1	1.8	40.9	10.40
Total all industries	444.60	70.30	514.80	38.0	3.9	41.9	12.28
FEMALES							
Mining	486.20	* 38.50	524.60	38.2	* 2.8	41.0	12.80
Manufacturing	346.30	31.00	377.30	37.3	2.1	39.4	9.58
Food, beverages and tobacco	352.30	42.50	394.80	37.6	2.9	40.5	9.76
Textiles; Clothing and footwear	315.60	17.90	333.50	37.3	1.4	38.7	8.62
Paper, paper products, printing and publishing	379.70	26.10	405.80	37.2	1.7	38.9	10.44
Chemical, petroleum, and coal products	425.10	24.30	449.30	36.8	1.3	38.1	11.79
Metal products, machinery and equipment	348.80	34.60	383.40	37.3	2.3	39.6	9.68
Basic metal products	413.60	33.10	446.60	36.8	1.9	38.7	11.54
Fabricated metal products; Other machinery and equipment	341.20	34.20	375.40	37.2	2.3	39.5	9.50
Transport equipment	345.40	36.50	382.00	37.8	2.5	40.3	9.49
Other manufacturing	330.40	34.70	365.20	37.2	2.4	39.6	9.23
Electricity, gas and water	392.50	9.90	402.40	36.9	0.6	37.5	10.72
Construction	402.40	* 10.20	412.60	38.9	* 0.7	39.5	10.44
Wholesale and retail trade	353.50	14.40	367.90	37.9	1.0	38.9	9.45
Wholesale trade	382.40	17.30	399.70	37.6	1.1	38.7	10.33
Retail trade	336.30	12.70	349.00	38.1	0.9	39.0	8.94
Transport and storage; Communication	378.40	* 30.10	408.50	37.9	* 1.9	39.8	10.28
Finance, property and business services	423.60	9.70	433.30	37.3	0.6	37.8	11.45
Community services	431.00	5.10	436.10	36.9	0.3	37.2	11.73
Recreation, personal and other services	342.80	13.70	356.60	38.4	1.0	39.4	9.05
Total all industries	383.50	16.70	400.20	37.5	1.1	38.6	10.38

TABLE 14. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS,
OVERTIME HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988 - *continued*

<i>Industry</i>	<i>Average weekly ordinary time earnings</i>	<i>Average weekly overtime earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly ordinary time hours paid for</i>	<i>Average weekly overtime hours paid for</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>
PERSONS							
Mining	602.20	127.60	729.80	37.2	6.6	43.8	16.65
Manufacturing	404.90	73.80	478.70	37.6	4.2	41.8	11.45
Food, beverages and tobacco	394.50	74.90	469.40	38.0	4.5	42.5	11.05
Textiles; Clothing and footwear	345.20	* 46.60	391.80	37.5	* 3.2	40.7	9.64
Paper, paper products, printing and publishing	449.80	69.20	519.00	36.9	3.4	40.3	12.89
Chemical, petroleum, and coal products	490.80	69.20	560.00	37.3	3.3	40.5	13.81
Metal products, machinery and equipment	415.60	81.80	497.30	37.6	4.7	42.2	11.78
Basic metal products	473.80	94.50	568.30	37.2	4.8	42.0	13.53
Fabricated metal products; Other machinery and equipment	395.10	77.60	472.80	37.6	4.8	42.3	11.17
Transport equipment	409.10	79.60	488.70	37.9	4.3	42.2	11.57
Other manufacturing	378.00	72.50	450.50	37.7	4.2	41.9	10.74
Electricity, gas and water	475.80	56.80	532.60	36.8	3.1	40.0	13.32
Construction	471.10	98.10	569.10	37.9	4.8	42.7	13.33
Wholesale and retail trade	389.90	28.50	418.50	38.3	1.8	40.2	10.41
Wholesale trade	412.70	32.60	445.30	38.1	2.0	40.1	11.09
Retail trade	368.30	24.60	392.90	38.5	1.7	40.2	9.77
Transport and storage; Communication	418.80	92.80	511.60	38.5	5.5	44.1	11.61
Finance, property and business services	469.80	17.40	487.20	37.7	0.9	38.7	12.61
Community services	435.30	7.70	443.00	37.0	0.4	37.4	11.85
Recreation, personal and other services	373.40	21.90	395.30	38.8	1.4	40.2	9.82
Total all industries	424.10	52.30	476.40	37.8	3.0	40.8	11.68

TABLE 15. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988

<i>State or Territory</i>	<i>Average weekly ordinary time earnings</i>	<i>Average weekly overtime earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly ordinary time hours paid for</i>	<i>Average weekly overtime hours paid for</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>
MALES							
New South Wales	458.50	77.10	535.60	37.8	4.0	41.8	12.80
Victoria	438.40	72.20	510.60	38.1	4.2	42.3	12.08
Queensland	426.00	56.60	482.50	38.3	3.3	41.6	11.61
South Australia	416.40	54.00	470.40	38.2	3.1	41.3	11.38
Western Australia	459.90	79.00	538.90	37.9	4.8	42.7	12.62
Tasmania	440.30	55.60	495.80	38.0	2.8	40.8	12.16
Northern Territory	432.20	75.90	508.10	38.0	4.3	42.3	12.02
Australian Capital Territory	467.00	40.20	507.20	38.2	2.3	40.4	12.54
<i>Australia</i>	444.60	70.30	514.80	38.0	3.9	41.9	12.28
FEMALES							
New South Wales	393.30	16.50	409.80	37.3	1.0	38.3	10.71
Victoria	383.80	20.30	404.20	37.2	1.4	38.6	10.46
Queensland	366.60	11.40	378.00	38.5	0.8	39.3	9.61
South Australia	362.00	18.50	380.60	37.7	1.3	39.0	9.77
Western Australia	382.20	12.90	395.20	37.3	0.9	38.2	10.34
Tasmania	360.60	6.20	366.80	38.0	0.4	38.5	9.53
Northern Territory	373.60	25.00	398.60	38.7	1.7	40.4	9.86
Australian Capital Territory	391.10	* 12.40	403.50	37.3	* 0.8	38.1	10.59
<i>Australia</i>	383.50	16.70	400.20	37.5	1.1	38.6	10.38
PERSONS							
New South Wales	436.00	56.20	492.20	37.6	3.0	40.6	12.12
Victoria	418.60	53.30	471.90	37.8	3.2	41.0	11.52
Queensland	407.70	42.60	450.30	38.3	2.5	40.9	11.01
South Australia	402.20	44.70	447.00	38.1	2.6	40.7	10.98
Western Australia	434.50	57.50	492.00	37.7	3.5	41.2	11.93
Tasmania	417.70	41.50	459.20	38.0	2.2	40.1	11.44
Northern Territory	412.70	58.90	471.60	38.2	3.4	41.7	11.32
Australian Capital Territory	441.30	30.80	472.10	37.9	1.8	39.7	11.91
<i>Australia</i>	424.10	52.30	476.40	37.8	3.0	40.8	11.68

TABLE 16. FULL-TIME JUNIOR EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, INDUSTRIES, AUSTRALIA, NOVEMBER 1988

Industry	Males			Females			Persons		
	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings
Mining	(\$)			(\$)			(\$)		
Manufacturing	434.70	40.7	10.68	299.40	38.1	7.86	400.40	40.0	10.00
Food, beverages and tobacco	248.60	40.4	6.16	239.60	38.8	6.17	246.40	40.0	6.16
Textiles; Clothing and footwear	246.70	40.6	6.08	223.40	38.5	5.81	239.70	39.9	6.00
Paper, paper products, printing and publishing	263.30	40.8	6.45	245.40	38.3	6.41	252.90	39.3	6.43
Chemical, petroleum, and coal products	273.80	39.7	6.90	245.40	38.9	6.31	261.40	39.3	6.65
Metal products, machinery and equipment	314.90	37.6	8.38	264.00	37.5	7.03	297.70	37.6	7.93
Basic metal products	256.30	39.8	6.44	238.70	38.8	6.15	253.60	39.7	6.39
Fabricated metal products; Other machinery and equipment	291.90	39.5	7.38	270.70	38.1	7.10	290.20	39.4	7.36
Transport equipment	248.40	39.9	6.22	232.60	38.7	6.01	245.60	39.7	6.18
Other manufacturing	256.10	39.6	6.46	257.90	39.9	6.46	256.30	39.7	6.46
Electricity, gas and water	225.80	41.4	5.45	235.60	39.7	5.93	227.40	41.1	5.53
Construction	307.80	38.3	8.03	284.10	38.2	7.44	301.10	38.3	7.86
Wholesale and retail trade	283.60	40.2	7.06	212.80	38.3	5.55	278.40	40.1	6.95
Wholesale trade	223.70	39.9	5.61	222.40	38.8	5.73	223.10	39.4	5.66
Retail trade	240.00	39.0	6.15	251.80	39.5	6.38	244.50	39.2	6.24
Transport and storage; Communication	220.30	40.1	5.50	217.70	38.7	5.63	219.20	39.5	5.55
Finance, property and business services	267.20	39.8	6.71	244.80	38.6	6.35	257.20	39.3	6.55
Community services	257.70	38.7	6.66	244.90	38.0	6.44	248.60	38.2	6.51
Recreation, personal and other services	221.80	39.6	5.60	235.20	37.9	6.21	233.70	38.1	6.14
Total all industries	227.60	40.9	5.57	178.90	39.7	4.51	189.10	39.9	4.73
	245.80	40.0	6.14	227.50	38.6	5.89	237.60	39.4	6.03

TABLE 17. FULL-TIME JUNIOR EMPLOYEES IN THE PRIVATE SECTOR : AVERAGE WEEKLY TOTAL EARNINGS, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings	Average weekly total earnings	Average weekly hours paid for	Average hourly earnings
New South Wales	(\$)			(\$)			(\$)		
Victoria	252.70	40.0	6.32	231.50	38.6	6.00	243.90	39.4	6.19
Queensland	250.40	40.0	6.27	236.90	38.5	6.15	244.70	39.3	6.22
South Australia	240.00	40.4	5.94	219.60	39.0	5.63	229.90	39.7	5.79
Western Australia	229.40	39.1	5.87	230.60	38.3	6.02	229.90	38.8	5.93
Tasmania	237.10	40.6	5.84	205.90	38.4	5.37	219.70	39.4	5.58
Northern Territory	241.90	39.3	6.16	243.10	39.1	6.22	242.30	39.2	6.18
Australian Capital Territory	251.70	39.4	6.38	252.60	39.4	6.41	252.20	39.4	6.39
Australia	193.90	41.1	4.72	237.30	37.5	6.32	221.80	38.8	5.71
	245.80	40.0	6.14	227.50	38.6	5.89	237.60	39.4	6.03

TABLES OF EMPLOYEES IN THE PUBLIC SECTOR

TABLE 18. ALL EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY TOTAL EARNINGS,
STATES AND TERRITORIES, NOVEMBER 1988
(\$)

State or Territory	Full-time employees						All employees		
	Adults			Juniors					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
New South Wales	569.90	479.40	538.30	271.50	269.70	270.50	540.70	404.50	484.20
Victoria	578.80	497.20	549.40	303.90	297.60	300.70	552.30	409.70	489.50
Queensland	540.90	475.60	519.20	287.70	265.20	274.40	514.20	401.60	470.20
South Australia	543.40	490.50	526.50	278.60	278.00	278.20	521.00	395.30	467.60
Western Australia	565.60	457.40	526.90	289.20	270.30	278.70	546.00	376.50	471.90
Tasmania	556.80	470.70	528.30	279.80	278.40	279.00	525.00	361.20	453.80
Northern Territory	616.50	517.60	569.90	268.50	261.90	264.90	599.30	480.90	540.60
Australian Capital Territory	653.50	504.20	592.40	283.60	284.40	284.00	633.60	464.90	558.20
Australia	568.00	483.10	538.10	286.50	277.60	281.80	543.10	402.90	483.60

TABLE 19. FULL-TIME ADULT MANAGERIAL EMPLOYEES IN THE PUBLIC SECTOR :
AVERAGE WEEKLY TOTAL EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988
(\$)

State or Territory	Males	Females	Persons
New South Wales	886.30	737.30	855.60
Victoria	886.30	792.40	869.00
Queensland	832.30	743.70	820.20
South Australia	839.80	725.60	819.60
Western Australia	885.30	731.80	859.00
Tasmania	869.20	836.50	866.30
Northern Territory	902.60	847.40	889.00
Australian Capital Territory	876.90	803.40	863.90
Australia	872.20	763.80	852.90

TABLE 20. FULL-TIME JUNIOR EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY TOTAL EARNINGS,
HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988

State or Territory	Males			Females			Persons		
	Average weekly total earnings	Average weekly total hours paid for		Average weekly total earnings	Average weekly total hours paid for		Average weekly total earnings	Average weekly total hours paid for	
		(\$)	(\$)		(\$)	(\$)		(\$)	(\$)
New South Wales	271.50	38.2	7.11	269.70	38.3	7.04	270.50	38.2	7.08
Victoria	303.90	38.2	7.96	297.60	38.0	7.84	300.70	38.1	7.90
Queensland	287.70	38.5	7.48	265.20	37.9	7.00	274.40	38.1	7.20
South Australia	278.60	38.9	7.16	278.00	37.6	7.40	278.20	38.2	7.28
Western Australia	289.20	39.5	7.32	270.30	39.0	6.94	278.70	39.2	7.11
Tasmania	279.80	37.8	7.41	278.40	37.4	7.45	279.00	37.6	7.43
Northern Territory	268.50	38.2	7.03	261.90	37.9	6.91	264.90	38.0	6.96
Australian Capital Territory	283.60	37.6	7.55	284.40	37.0	7.69	284.00	37.2	7.63
Australia	286.50	38.4	7.46	277.60	38.1	7.29	281.80	38.2	7.37

TABLE 21. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN THE PUBLIC SECTOR : AVERAGE WEEKLY EARNINGS, OVERTIME, HOURS PAID FOR AND HOURLY EARNINGS, STATES AND TERRITORIES, NOVEMBER 1988

<i>State or Territory</i>	<i>Average weekly ordinary time earnings</i>	<i>Average weekly overtime earnings</i>	<i>Average weekly total earnings</i>	<i>Average weekly ordinary time hours paid for</i>	<i>Average weekly overtime hours paid for</i>	<i>Average weekly total hours paid for</i>	<i>Average hourly earnings</i>
MALES							
New South Wales	507.80	38.30	546.10	36.7	1.9	38.6	14.14
Victoria	511.00	32.30	543.30	37.6	1.8	39.4	13.80
Queensland	474.00	30.70	504.70	37.3	1.5	38.8	13.00
South Australia	489.50	25.80	515.20	37.2	1.4	38.5	13.37
Western Australia	499.20	30.60	529.80	38.1	1.5	39.6	13.37
Tasmania	493.30	24.70	518.00	37.1	1.2	38.3	13.51
Northern Territory	537.00	34.10	571.00	37.5	1.6	39.1	14.60
Australian Capital Territory	528.10	36.50	564.50	36.6	1.9	38.5	14.67
<i>Australia</i>	<i>501.70</i>	<i>33.30</i>	<i>535.00</i>	<i>37.2</i>	<i>1.7</i>	<i>38.9</i>	<i>13.75</i>
FEMALES							
New South Wales	459.00	11.40	470.40	36.5	0.6	37.1	12.69
Victoria	475.10	9.30	484.30	37.3	0.6	37.9	12.78
Queensland	458.30	7.60	465.90	37.1	0.4	37.5	12.42
South Australia	475.90	5.00	480.90	37.3	0.2	37.6	12.81
Western Australia	439.90	6.80	446.70	38.5	0.3	38.8	11.51
Tasmania	457.80	4.80	462.60	36.6	0.2	36.8	12.56
Northern Territory	490.40	9.80	500.20	36.9	0.5	37.4	13.37
Australian Capital Territory	466.00	9.30	475.30	36.7	0.5	37.1	12.80
<i>Australia</i>	<i>463.60</i>	<i>9.10</i>	<i>472.60</i>	<i>37.1</i>	<i>0.5</i>	<i>37.5</i>	<i>12.59</i>
PERSONS							
New South Wales	490.40	28.70	519.00	36.6	1.4	38.1	13.64
Victoria	497.50	23.60	521.10	37.5	1.3	38.8	13.42
Queensland	468.50	22.60	491.10	37.2	1.1	38.4	12.80
South Australia	485.00	18.90	503.80	37.2	1.0	38.2	13.19
Western Australia	477.00	21.70	498.80	38.2	1.1	39.3	12.68
Tasmania	480.80	17.70	498.40	36.9	0.9	37.8	13.18
Northern Territory	513.90	22.00	535.90	37.2	1.1	38.3	14.00
Australian Capital Territory	499.00	23.70	522.70	36.6	1.2	37.9	13.81
<i>Australia</i>	<i>487.70</i>	<i>24.40</i>	<i>512.10</i>	<i>37.2</i>	<i>1.3</i>	<i>38.4</i>	<i>13.33</i>

APPENDIX A

GENERAL INCREASES IN AWARD WAGES

The following table gives details of general increases in award wages as a result of recent wage hearings (e.g. indexation cases). More detailed information on wage determination in Australia is contained in *Year Book, Australia* (1301.0). Figures for earlier periods were published in *Labour Statistics, Australia, 1980* (6101.0), and in *Award Rates of Pay Indexes, Australia* (6312.0).

GENERAL INCREASES IN AWARD WAGES- ADULTS, FEDERAL AND STATE AWARDS, ETC.

<i>Date operative(a)</i>	<i>Increase</i>	<i>Comments</i>
1985 4 November	3.8 per cent	National Wage Case increase to all States(b). In Queensland the operative date was 11 November 1985.
1986 1 July	2.3 per cent	National Wage Case increase to all States(c). In Queensland the operative date was 7 July 1986.
1987 10 March	\$10.00	National Wage Case increase to all States. This is the first tier payment under the two tier wage fixing system. The decision provided for second tier increases, not exceeding 4 per cent of wages and salaries, subject to approval by the Conciliation and Arbitration Commission.
1988 5 February September	\$6.00 3.0 per cent	National Wage Case increase to all States. National Wage Case increase to all States. This is the first part of the increase, which was not to be available before 1 September 1988.

(a) Rates are generally operative from the first pay-period on or after the date shown, except where otherwise indicated in the comments. (b) In Queensland some awards were varied by 3.6 per cent only, while in Victoria and Queensland some awards received no increase in total wages. (c) Some awards received no increase.

APPENDIX B

NATIONAL WAGE CASE INCREASES, INDUSTRIES

Indicated below is the percentage of full-time adult employees who had received the Second Tier and 3 per cent National Wage Case Increases by the specified reference periods, i.e. November each year. This information should be regarded as indicative only, as only survey respondents covering approximately 85 per cent of full-time adult employees provided information about National Wage Case payments.

FULL-TIME ADULT EMPLOYEES : PERCENTAGE WHO HAVE RECEIVED NATIONAL WAGE CASE INCREASES, INDUSTRIES

	<i>Second Tier(%)</i>	<i>3 per cent</i>
	<i>1987</i>	<i>1988</i>
Mining	10	52
Manufacturing	36	81
Food, beverages and tobacco	28	84
Textiles; Clothing and footwear	2	85
Paper, paper products, printing and publishing	58	87
Chemical, petroleum and coal products	30	75
Metal products, machinery and equipment	43	80
Basic metal products	41	64
Fabricated metal products; Other machinery and equipment	48	82
Transport equipment	37	88
Other manufacturing	32	80
Electricity, gas and water	41	99
Construction	25	75
Wholesale and retail trade	11	68
Wholesale trade	19	66
Retail trade	2	70
Transport and storage	21	86
Communication	0	100
Finance, property and business services	9	69
Public administration and defence	2	98
Community services	3	90
Recreation, personal and other services	7	66
Total all industries	18	81
		71

APPENDIX C: GLOSSARY

Earnings

1. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments not related to the reference period.

2. *Weekly overtime earnings* refers to payment for hours in excess of award, standard or agreed hours of work.

3. *Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

4. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

Employees

5. *Employees* refers to all wage and salary earners (as defined in paragraphs 4 and 5 of the Explanatory Notes-Appendix D) who received pay for any part of the reference period.

6. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week. *Part-time employees* are those who are not *full-time employees* as defined.

7. *Adult employees* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are those employees who are not *adults* as defined.

8. *Managerial employees* are adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are all those employees who are not *managerial employees* as defined.

Hours

9. *Ordinary time hours paid for* refers to employees' award, standard or agreed hours of work. It includes stand-by and reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long service leave taken during the reference period.

10. *Overtime hours paid for* refers to employees' hours in excess of award, standard or agreed hours of work.

11. *Weekly total hours paid for* refers to the hours for which payment was made to employees. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

Other

12. *Reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter. The reference date for the current survey is 18 November 1988.

13. *Sector*. Public sector includes local government authorities and all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

APPENDIX D: EXPLANATORY NOTES

Introduction

This publication contains estimates of average weekly earnings and hours for the week ending 18 November 1988 based on information obtained from a sample survey of employers.

2. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request.

3. Preliminary estimates of average weekly earnings for full-time adult employees, classified by industry, for November 1988 were provided in *Average Weekly Earnings, States and Australia, November 1988* (6302.0) published on 7 April 1989.

Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

5. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

Survey design

6. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to reflect changes in the ABS register of business units. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to changes in the estimates of average weekly earnings.

7. Recently the ABS has introduced new definitions and rules for recording units on the register with greater emphasis being given to the way organisations are structured and the type of data available from businesses' accounts. These changes should reduce respondent load and lead to improved data quality. In order to correctly apply these new rules, the ABS has commenced a pro-

gram of visits to the largest private and public sector organisations in Australia to obtain up to date information on their structure and operations. The outcome of these visits and the adoption of new units definitions may result in changes in the survey estimates, as outlined in paragraph 6 above. Amendment to the register is expected to be spread over the next several quarters.

8. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private, industry and size of employment and an equal probability sample is selected from each stratum.

Industry classification

9. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification* (1201.0). The following table shows details of the ASIC industries used in the survey.

		ASIC code
	Sub-Division	Title
B		Mining
C		Manufacturing
	21	Food, beverages and tobacco
	23,24	Textiles; Clothing and footwear
	26	Paper, paper products, printing and publishing
	27	Chemical, petroleum and coal products
	29	Basic metal products
	31,33	Fabricated metal products; Other machinery and equipment
	32	Transport equipment
	25,28,34	Other manufacturing(a)
D		Electricity, gas and water
E		Construction
F		Wholesale and retail trade
	47	Wholesale trade
	48	Retail trade
G		Transport and storage
H		Communication
I		Finance, property and business services
J		Public administration and defence(b)
K		Community services
L		Recreation, personal and other services(c)

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34). (b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

Comparability of results

10. When comparisons are made between period to period movements in average weekly ordinary time earnings (AWOTE) for full-time adults and movements in the Award Rates of Pay Indexes (ARPI) it is important to recognise the different coverage, scope, definitions and methodology used in the construction of each series. In particular, the AWOTE series includes a number of payments additional to award rates of pay used in compiling ARPI. Allowances covered under awards which are not industry or occupation wide in their application such as site, travelling, height and dirt allowances are excluded from ARPI but included in AWOTE. The AWOTE series also includes other payments, such as shift penalty payments and overaward pay. A significant number of employees are not covered by awards but are included in AWOTE. The AWOTE series is affected by compositional change in the labour force. However ARPI is not, because it is a fixed-weight index constructed from a representative 'basket' of occupations selected from the May 1985 Survey of Employee Earnings and Hours and subject to reselection and rebasing at infrequent intervals. Other factors affecting comparisons of the two series include seasonal influences on earnings and differences between the two series in the treatment of retrospective pay increases. A detailed description of the methodology, scope and definitions used in ARPI is published in *Award Rates of Pay Indexes, Australia* (6312.0).

11. It is also important to recognise that whilst average employee earnings can be derived from the Survey of Employment and Earnings (SEE) published in *Employed Wage and Salary Earners, Australia* (6248.0), these average earnings will not be comparable with those produced from the Survey of Average Weekly Earnings (AWE). In the AWE survey, information is obtained relating to a specified pay period, the last pay period ending on or before the third Friday of the middle month of the calendar quarter. The SEE collects the sum of employee earnings paid in all pay periods ending in a calendar quarter including payments to employees which are excluded from the scope of the AWE survey such as retrospective pay, pay in advance, leave loadings and severance, termination and redundancy payments. Whilst the quarterly earnings produced by the SEE are affected by the varying number of pay periods from quarter to quarter the AWE results are unaffected because of the selection of a specified pay period in the middle of a quarter. The SEE earnings data are also more subject to seasonal variations, particularly in the December and March quarters, due to the incidence of holidays taken in January being paid in advance and the earnings being reported in December quarter figures.

Historical series

12. The current series was introduced in August 1981 when it replaced the average weekly earnings series based principally on information from payroll tax returns. In November each year more detailed dissections of earnings and information on hours paid for are collected in the survey. This information is similar to that collected in the Survey of Earnings and Hours introduced in September 1960 and conducted in October each year from 1961 to

1980. However, significant differences, particularly in the coverage of the sample framework, exist between the October surveys series and the new average weekly earnings series (see paragraph 2 of the Explanatory Notes).

13. When comparing the estimates in this publication with those of October 1981 and November 1982 to 1983, it is important to keep in mind the stages of development of the sample survey on which these figures are based (see paragraph 2). In particular, note that estimates produced from the 1983 survey were adjusted before publication to maintain consistency with the figures produced from a new sample which represented the final stage of development of the survey. More details of this adjustment can be found in the Explanatory Notes of *Average Earnings and Hours of Employees, Australia, November 1983* (6304.0) published on 12 October 1984.

Reliability of estimates

14. For information on the reliability of estimates see the Technical Note (Appendix E).

Related publications

15. Users may also wish to refer to the following publications which are available on request:

Average Weekly Earnings, Australia, Preliminary (6301.0) and *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary (6305.0) and the more detailed publication (6306.0)—issued annually

Weekly Earnings of Employees (Distribution), Australia, (Preliminary) (6309.0) and the more detailed publication (6310.0)—issued annually

Job Vacancies, Australia (6231.0)—issued quarterly

Overtime, Australia (6330.0)—issued quarterly

Employed Wage and Salary Earners, Australia (6248.0)—issued quarterly

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs—A Guide to Their Concepts, Measurement and Usage

Award Rates of Pay Indexes, Australia (6312.0)—issued monthly

The Labour Force, Australia (6203.0)—issued monthly.

16. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

17. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, floppy disk, computer printout or clerically extracted tabulation. Generally, a charge is made for providing unpublished information. In-

quiries should be made to Information Services in the nearest ABS office.

Symbols and other usages

- * relative standard error greater than or equal to 25 per cent. See the Technical Note (Appendix E).

18. The estimates of average weekly earnings are rounded to the nearest 10 cents and estimates of average weekly hours paid for are rounded to the first decimal place.

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APPENDIX E: TECHNICAL NOTE

Introduction

1. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses (that is, a relative standard error equal to or greater than 25 per cent of the estimate - see paragraph 3 below).

Reliability of estimates

2. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the following tables have been provided to give an indication of the magnitude of relative standard errors.

4. An example of the use of these tables is as follows: the estimate of average weekly total earnings for full-time adult male non-managerial employees (all industries) in Australia is shown in Table 5 as \$522.30. The approximate relative standard error of this estimate is 0.6 per cent (or a standard error of \$3.10 rounded to the nearest ten cents). There are about two chances in three that a complete collection would give a figure within the range \$519.20 to \$525.40 and nineteen chances in twenty that the figure would be within the range \$516.10 to \$528.50.

5. The following notes give indications of relative standard errors which are not covered directly by the tables.

Full-time adult employees. Relative standard errors are approximately the same as for full-time adult non-managerial employees.

Part-time employees. Relative standard errors are generally less than 10 per cent for males and 5 per cent for females. This applies to both earnings and hours statistics.

Private sector employees. Relative standard errors for industry data are generally slightly higher than those for private and public sectors combined.

Average weekly hours paid for, full-time employees. Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours paid for, the relative standard error percentages approximate those shown for average weekly overtime earnings.

TABLE A: APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,
NOVEMBER 1988
(Per cent)

FULL-TIME ADULT MANAGERIAL EMPLOYEES

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
PRIVATE									
Males	2.6	4.1	3.7	7.1	4.7	4.9	4.9	4.3	1.8
Females	3.8	5.7	4.7	3.4	6.8	5.5	5.5	6.4	2.5
Persons	2.5	3.8	3.7	6.7	5.1	4.4	4.3	4.2	1.7
PUBLIC									
Males	0.5	1.3	1.6	0.5	1.4	1.1	1.2	0.2	0.5
Females	0.8	1.7	1.5	0.8	1.9	1.2	0.4	0.4	0.7
Persons	0.5	1.3	1.6	0.4	1.4	0.9	1.0	0.2	0.5
TOTAL									
Males	2.2	3.4	2.7	5.4	3.7	4.4	3.5	1.8	1.4
Females	3.3	4.5	4.3	3.0	6.6	5.3	4.5	3.8	2.1
Persons	2.1	3.1	2.8	5.1	4.1	4.0	3.1	1.8	1.3

ALL EMPLOYEES

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
PRIVATE									
Males	1.7	2.2	1.9	3.4	3.1	2.1	3.0	6.9	1.0
Females	1.7	2.5	2.6	3.3	4.2	4.3	3.3	6.4	1.1
Persons	1.6	2.2	1.7	3.3	3.5	2.1	2.9	6.0	1.0
PUBLIC									
Males	0.3	1.2	0.9	0.5	1.1	0.7	0.6	0.3	0.4
Females	0.3	3.7	1.1	1.3	0.4	0.4	0.6	0.2	1.0
Persons	0.2	2.3	0.7	0.6	0.8	0.7	0.5	0.3	0.6
TOTAL									
Males	1.2	1.6	1.3	2.2	2.1	1.3	2.3	2.3	0.7
Females	1.2	2.0	1.8	1.9	2.7	2.0	2.8	1.8	0.8
Persons	1.1	1.6	1.1	2.0	2.3	1.3	2.3	2.0	0.7

TABLE A: APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,
NOVEMBER 1988 - *continued*
(Per cent)

FULL-TIME NON-MANAGERIAL EMPLOYEES

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
PRIVATE									
Adult males-									
Ordinary time earnings	1.2	1.6	1.9	2.5	1.7	1.4	2.4	3.6	0.7
Overtime earnings	8.3	6.7	8.8	7.4	16.7	7.0	13.5	17.8	4.5
Total earnings	1.6	1.4	2.1	2.4	2.9	1.4	3.6	3.0	0.9
Junior males-									
Total earnings	2.2	2.8	2.5	3.0	5.0	3.4	4.3	16.9	1.3
Adult females-									
Ordinary time earnings	1.4	1.6	1.8	2.3	4.6	5.8	3.5	3.2	0.9
Overtime earnings	8.6	9.6	11.3	8.7	20.7	14.5	23.2	36.4	5.2
Total earnings	1.4	1.5	1.8	2.2	4.5	5.6	3.6	2.7	0.9
Junior females-									
Total earnings	1.9	4.7	2.3	4.2	4.0	7.3	2.7	3.4	1.6
Adult persons-									
Ordinary time earnings	1.1	1.4	1.5	2.0	2.1	1.9	2.5	3.1	0.7
Overtime earnings	8.1	6.6	8.5	6.9	17.5	7.3	14.2	17.8	4.4
Total earnings	1.4	1.2	1.6	1.9	2.9	1.7	3.6	2.7	0.8
Junior persons-									
Total earnings	1.6	2.6	1.9	2.5	3.7	4.6	3.0	7.6	1.1
PUBLIC									
Adult males-									
Ordinary time earnings	0.3	0.6	0.6	0.5	1.1	0.4	0.3	0.2	0.2
Overtime earnings	1.6	2.7	5.5	3.5	1.7	5.6	2.3	3.4	1.2
Total earnings	0.3	0.6	0.5	0.5	1.0	0.5	0.3	0.3	0.2
Junior males-									
Total earnings	0.3	0.4	0.7	0.8	0.4	0.3	0.8	0.4	0.2
Adult females-									
Ordinary time earnings	0.3	0.5	0.8	0.6	0.3	0.2	0.3	0.3	0.2
Overtime earnings	1.6	3.4	7.7	6.8	3.3	10.8	3.2	1.9	1.5
Total earnings	0.3	0.5	0.9	0.5	0.3	0.2	0.3	0.3	0.2
Junior females-									
Total earnings	0.3	0.6	1.3	1.4	0.5	1.9	0.8	0.5	0.3
Adult persons-									
Ordinary time earnings	0.2	0.5	0.5	0.4	0.8	0.3	0.2	0.3	0.2
Overtime earnings	1.4	2.4	5.1	3.3	1.7	5.8	2.4	3.4	1.1
Total earnings	0.2	0.5	0.5	0.4	0.8	0.4	0.2	0.4	0.2
Junior persons-									
Total earnings	0.2	0.4	0.7	0.9	0.3	1.1	0.6	0.3	0.2
TOTAL									
Adult males-									
Ordinary time earnings	0.8	1.0	1.2	1.5	1.1	0.8	1.9	1.1	0.5
Overtime earnings	6.8	5.4	6.3	5.5	14.4	5.2	8.7	6.5	3.6
Total earnings	1.0	0.9	1.3	1.5	1.9	0.8	2.3	0.9	0.6
Junior males-									
Total earnings	1.9	2.4	2.2	2.7	4.1	2.7	3.8	11.3	1.1
Adult females-									
Ordinary time earnings	0.9	0.9	1.0	1.0	2.5	2.2	2.5	0.6	0.5
Overtime earnings	6.2	7.5	7.9	7.1	15.3	9.1	14.6	9.6	3.8
Total earnings	0.9	0.9	1.0	1.0	2.5	2.1	2.4	0.5	0.5
Junior females-									
Total earnings	1.5	4.1	2.1	3.6	3.9	5.0	2.2	2.4	1.4
Adult persons-									
Ordinary time earnings	0.7	0.8	0.9	1.1	1.3	0.9	2.0	0.8	0.4
Overtime earnings	6.5	5.3	6.1	5.1	14.7	5.3	8.5	6.2	3.5
Total earnings	0.9	0.7	1.0	1.1	1.8	0.9	2.2	0.8	0.5
Junior persons-									
Total earnings	1.4	2.3	1.6	2.2	3.2	3.4	2.5	4.9	0.9

TABLE B: APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS :
FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1988
(Per cent)

Industry	Males			Females			Persons		
	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings	Ordinary time earnings	Overtime earnings	Total earnings
Mining	2.7	13.0	1.4	3.6	34.8	1.7	2.9	13.1	1.4
Manufacturing	0.6	3.5	0.7	0.9	5.2	1.0	0.6	3.5	0.8
Food, beverages and tobacco	1.3	5.8	1.5	1.4	9.1	1.5	1.1	5.6	1.3
Textiles; Clothing and footwear	3.6	31.6	5.5	1.9	15.3	2.1	2.6	27.8	3.9
Paper, paper products, printing and publishing	1.1	12.0	1.9	1.2	10.9	1.3	1.1	12.9	2.1
Chemical, petroleum, and coal products	2.2	8.7	2.5	1.7	19.2	1.9	2.0	9.1	2.4
Metal products, machinery and equipment	0.9	4.9	1.0	1.8	9.0	2.0	0.9	4.9	1.1
Basic metal products	0.8	4.4	1.0	1.9	20.3	1.0	0.9	4.3	1.0
Fabricated metal products; other machinery and equipment	1.7	9.2	1.9	2.6	13.1	2.9	1.8	9.0	2.0
Transport equipment	0.9	5.1	1.1	0.8	3.8	0.8	0.8	4.9	1.1
Other manufacturing	1.4	8.9	2.1	1.9	12.5	2.2	1.3	8.8	2.0
Electricity, gas and water	0.2	1.4	0.2	0.1	0.8	0.1	0.1	1.4	0.2
Construction	1.4	18.1	2.8	2.3	29.2	2.1	1.3	18.5	2.8
Wholesale and retail trade	2.2	19.7	2.9	2.2	21.0	2.6	1.8	17.3	2.4
Wholesale trade	2.4	13.1	2.6	2.5	19.6	2.9	2.1	12.2	2.3
Retail trade	1.9	27.2	3.2	1.8	22.8	2.3	1.6	24.0	2.5
Transport and storage	1.0	5.3	0.9	3.1	16.9	3.2	1.1	5.6	1.1
Communication	0.0	0.1	0.0	0.0	0.3	0.1	0.0	0.1	0.0
Finance, property and business services	3.2	19.2	3.1	1.4	11.7	1.3	2.1	15.3	2.0
Public administration and defence	1.2	6.8	1.1	0.7	4.7	0.7	0.9	6.1	0.8
Community services	0.9	3.5	0.9	0.7	5.8	0.7	0.7	3.7	0.7
Recreation, personal and other services	2.7	13.5	2.9	3.1	18.0	3.3	2.5	13.4	2.7
Total all industries	0.5	3.6	0.6	0.5	3.8	0.5	0.4	3.5	0.5

TABLE C: APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY TOTAL EARNINGS :
ALL EMPLOYEES, INDUSTRIES, AUSTRALIA, NOVEMBER 1988
(Per cent)

Industry	Full-time employees						All employees		
	Adult managerial			Juniors			Males	Females	Persons
	Males	Females	Persons	Males	Females	Persons			
Mining	5.2	11.6	5.2	0.7	10.2	3.3	1.5	2.0	1.5
Manufacturing	1.2	3.1	1.3	1.8	1.9	1.5	0.8	1.1	0.8
Food, beverages and tobacco	2.1	2.8	2.1	4.5	4.1	3.0	1.7	2.1	1.5
Textiles; Clothing and footwear	7.0	8.8	6.6	11.8	3.3	5.9	4.4	2.2	3.6
Paper, paper products, printing and publishing	3.1	8.5	3.4	2.6	4.4	2.5	1.9	2.8	2.1
Chemical, petroleum, and coal products	3.1	3.4	2.7	2.0	2.8	2.3	2.8	3.1	3.0
Metal products, machinery and equipment	2.0	5.7	2.4	2.6	4.2	2.5	1.1	2.1	1.2
Basic metal products	1.2	4.1	1.2	1.9	1.6	1.8	0.9	1.0	0.9
Fabricated metal products; other machinery and equipment	2.8	6.2	3.3	4.1	5.3	3.8	1.9	2.9	2.0
Transport equipment	3.2	10.8	3.1	2.9	5.9	2.8	1.1	1.6	1.1
Other manufacturing	2.5	8.0	2.6	3.9	5.2	3.3	2.1	2.9	2.2
Electricity, gas and water	0.4	2.3	0.4	0.2	0.2	0.2	0.2	0.1	0.1
Construction	8.5	5.7	7.3	4.6	6.0	4.4	3.2	6.4	3.6
Wholesale and retail trade	4.0	5.8	3.9	4.2	4.6	3.2	3.1	3.1	2.7
Wholesale trade	4.4	6.9	4.3	5.9	7.1	4.7	2.9	3.2	2.5
Retail trade	3.4	4.2	3.3	2.5	1.7	1.6	3.3	3.0	3.1
Transport and storage	3.5	6.4	3.7	2.5	2.2	1.8	1.7	2.9	1.7
Communication	0.1	2.5	0.4	1.8	0.1	1.2	0.0	0.3	0.1
Finance, property and business services	3.3	4.2	3.1	2.2	1.5	1.3	3.2	2.0	2.5
Public administration and defence	1.5	2.1	1.5	1.2	1.1	0.8	1.5	2.0	1.5
Community services	3.9	4.3	3.2	5.9	1.8	1.7	1.5	1.3	1.3
Recreation, personal and other services	8.4	3.8	6.6	5.4	6.4	6.1	4.5	3.1	3.7
Total all industries	1.4	2.1	1.3	1.1	1.4	0.9	0.7	0.8	0.7



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